APPRENTICES

EFFECTIVE DATE 9/1/2004

COUNTIES COVERED:

| JOURNEY | LEVEL | (FIELD | OR SHOP) | |
|----------------|-------|--------|----------|--|
| | | | | |

| 1 0000-1800 HOURS 40.00% | \$16.92 |
|--------------------------|---------|
| 2 1801-3600 HOURS 50.00% | \$18.70 |
| 3 3601-5400 HOURS 60.00% | \$20.47 |
| 4 5401-7200 HOURS 70.00% | \$22.24 |
| 5 7201-9000 HOURS 80.00% | \$24.01 |

COUNTIES COVERED:

ASOTIN

JOURNEY LEVEL (FIELD OR SHOP)

| 1 0000-1800 HOURS 40.00% | \$7.16 |
|--------------------------|---------|
| 2 1801-3600 HOURS 50.00% | \$7.16 |
| 3 3601-5400 HOURS 60.00% | \$8.45 |
| 4 5401-7200 HOURS 70.00% | \$9.86 |
| 5 7201-9000 HOURS 80.00% | \$11.27 |

COUNTIES COVERED:

BENTON, COLUMBIA, FRANKLIN, GARFIELD, WALLA WALLA AND YAKIMA

JOURNEY LEVEL (FIELD OR SHOP)

| 1 | 1st Period 50.00% | \$14.73 |
|---|-------------------|---------|
| 2 | 2nd Period 60.00% | \$16.48 |
| 3 | 3rd Period 65.00% | \$17.39 |
| 4 | 4th Period 70.00% | \$21.86 |
| 5 | 5th Period 80.00% | \$23.61 |
| 6 | 6th Period 85.00% | \$24.48 |

COUNTIES COVERED:

CLALLAM, GRAYS HARBOR, JEFFERSON, KITSAP, LEWIS, PACIFIC, PIERCE, SNOHOMISH, THURSTON AND WAHKIAKUM

JOURNEY LEVEL (FIELD OR SHOP)

| 1 0001-1000 HOURS 50.00% | \$14.95 |
|--------------------------|---------|
| 2 1001-2000 HOURS 60.00% | \$15.81 |
| 3 2001-3000 HOURS 65.00% | \$17.09 |
| 4 3001-4000 HOURS 70.00% | \$17.95 |
| 5 4001-5000 HOURS 80.00% | \$19.06 |
| 6 5001-6000 HOURS 85.00% | \$19.93 |

COUNTIES COVERED:

CLARK

JOURNEY LEVEL (FIELD OR SHOP)

| 1 1st Period 50.00% | \$9.85 |
|---------------------|---------|
| 2 2nd Period 60.00% | \$11.82 |
| 3 3rd Period 70.00% | \$13.79 |
| 4 4th Period 75.00% | \$14.78 |
| 5 5th Period 90.00% | \$17.73 |

APPRENTICES

EFFECTIVE DATE 9/1/2004

COUNTIES COVERED: COWLITZ

| | COWLITZ | |
|--|----------------------------|--|
| JOURNEY LEVEL (FIELD OR SHOP) | | |
| 1 1st Period 50.00% 2 2nd Period 60.00% 3 3rd Period 65.00% 4 4th Period 70.00% 5 5th Period 80.00% 6 6th Period 85.00% | | \$7.16 \$7.28 \$7.88 \$8.49 \$9.70 \$10.31 |
| | COUNTIES COVERED: GRANT | |
| JOURNEY LEVEL (FIELD OR SHOP) | | |
| 1 0000-1800 HOURS 40.00% 2 1801-3600 HOURS 50.00% 3 3601-5400 HOURS 60.00% 4 5401-7200 HOURS 70.00% 5 7201-9000 HOURS 80.00% | | \$10.61 \$13.27 \$15.92 \$18.57 \$21.22 |
| | COUNTIES COVERED: | |
| IOURNEY LEVEL (FIELD OR SUOR) | ISLAND | |
| JOURNEY LEVEL (FIELD OR SHOP) | | £40.05 |
| 1 0001-1000 HOURS 50.00% 2 1001-2000 HOURS 60.00% 3 2001-3000 HOURS 65.00% 4 3001-4000 HOURS 70.00% 5 4001-5000 HOURS 80.00% 6 5001-6000 HOURS 85.00% | | \$10.65 \$12.78 \$13.85 \$14.91 \$17.04 \$18.11 |
| | COUNTIES COVERED: KING | |
| JOURNEY LEVEL (FIELD OR SHOP) | | |
| 1 0001-1000 HOURS 50.00% 2 1001-2000 HOURS 60.00% 3 2001-3000 HOURS 65.00% 4 3001-4000 HOURS 70.00% 5 4001-5000 HOURS 80.00% 6 5001-6000 HOURS 85.00% | COUNTIES COVERED: | \$9.74 \$11.69 \$12.66 \$13.64 \$15.58 \$16.56 |
| | KITTITAS | |
| JOURNEY LEVEL (FIELD OR SHOP) | | |
| 1 1st Period 50.00% 2 2nd Period 60.00% 3 3rd Period 65.00% 4 4th Period 70.00% 5 5th Period 80.00% 6 6th Period 85.00% | | \$8.42 \$10.10 \$10.95 \$11.79 \$13.47 \$14.31 |

APPRENTICES

EFFECTIVE DATE 9/1/2004

COUNTIES COVERED: KLICKITAT

| | KLICKITAT |
|--|---|
| JOURNEY LEVEL (FIELD OR SHOP) | |
| 1 1st Period 50.00% 2 2nd Period 60.00% 3 3rd Period 65.00% 4 4th Period 70.00% 5 5th Period 80.00% 6 6th Period 85.00% | \$8.40 \$10.08 \$10.92 \$11.76 \$13.44 \$14.28 |
| | LINCOLN |
| JOURNEY LEVEL (FIELD OR SHOP) | |
| 1 0000-1800 HOURS 40.00% 2 1801-3600 HOURS 50.00% 3 3601-5400 HOURS 60.00% 4 5401-7200 HOURS 70.00% 5 7201-9000 HOURS 80.00% | \$7.16 \$7.16 \$7.20 \$8.40 \$9.60 |
| | COUNTIES COVERED: MASON |
| JOURNEY LEVEL (FIELD OR SHOP) | |
| 1 0001-1000 HOURS 50.00% 2 1001-2000 HOURS 60.00% 3 2001-3000 HOURS 65.00% 4 3001-4000 HOURS 70.00% 5 4001-5000 HOURS 80.00% 6 5001-6000 HOURS 85.00% | \$9.58 \$11.49 \$12.45 \$13.41 \$15.32 \$16.28 |
| | COUNTIES COVERED: SAN JUAN |
| JOURNEY LEVEL (FIELD OR SHOP) | |
| 1 1st Period 45.00% 2 2nd Period 50.00% 3 3rd Period 55.00% 4 4th Period 60.00% 5 5th Period 65.00% 6 6th Period 70.00% 7 7th Period 80.00% 8 8th Period 90.00% | \$7.16 \$7.18 \$7.89 \$8.61 \$9.33 \$10.05 \$11.48 \$12.92 |

APPRENTICES

EFFECTIVE DATE 9/1/2004

COUNTIES COVERED: SKAGIT

| JOURNEY LEVEL (FIELD OR SHOP) | | |
|--|------------------------------|--|
| 1 0000-0000 HOURS 45.00% 2 0000-0000 HOURS 50.00% 3 0000-0000 HOURS 55.00% 4 0000-0000 HOURS 60.00% 5 0000-0000 HOURS 65.00% 6 0000-0000 HOURS 70.00% 7 0000-0000 HOURS 80.00% 8 0000-0000 HOURS 90.00% | COUNTIES COVERED: | \$11.05 \$11.93 \$13.39 \$14.26 \$15.13 \$16.01 \$17.75 \$19.50 |
| | SKAMANIA | |
| JOURNEY LEVEL (FIELD OR SHOP) | | |
| 1 1st Period 50.00%2 2nd Period 60.00%3 3rd Period 70.00%4 4th Period 75.00%5 5th Period 90.00% | | \$15.24 \$18.29 \$21.31 \$22.86 \$27.44 |
| | COUNTIES COVERED: SPOKANE | |
| JOURNEY LEVEL (FIELD OR SHOP) | | |
| 1 0000-1800 HOURS 40.00% 2 1801-3600 HOURS 50.00% 3 3601-5400 HOURS 60.00% 4 5401-7200 HOURS 70.00% 5 7201-9000 HOURS 80.00% | | \$7.16 \$7.16 \$7.16 \$8.29 \$9.47 |
| | COUNTIES COVERED: STEVENS | |
| JOURNEY LEVEL (FIELD OR SHOP) | | |
| 1 0000-1800 HOURS 40.00% 2 1801-3600 HOURS 50.00% 3 3601-5400 HOURS 60.00% 4 5401-7200 HOURS 70.00% 5 7201-9000 HOURS 80.00% | | \$7.16 \$7.16 \$8.05 \$9.39 \$10.73 |
| | COUNTIES COVERED: WHATCOM | |
| JOURNEY LEVEL (FIELD OR SHOP) | | |
| 1 0000-1000 HOURS 50.00% 2 1001-2000 HOURS 60.00% 3 2001-3000 HOURS 65.00% 4 3001-4000 HOURS 70.00% 5 4001-5000 HOURS 80.00% 6 5001-6000 HOURS 85.00% | | \$12.63 \$15.19 \$16.10 \$17.00 \$18.80 \$19.70 |

APPRENTICES

EFFECTIVE DATE 9/1/2004

COUNTIES COVERED: WHITMAN

JOURNEY LEVEL (FIELD OR SHOP)

| 1 0000-1800 HOURS 40.00% | \$7.16 |
|--------------------------|---------|
| 2 1801-3600 HOURS 50.00% | \$7.33 |
| 3 3601-5400 HOURS 60.00% | \$8.80 |
| 4 5401-7200 HOURS 70.00% | \$10.26 |
| 5 7201-9000 HOURS 80.00% | \$11.73 |